



Purpose: For Discussion

## Committee report

Committee	<b>CHILDREN AND YOUNG PEOPLE SCRUTINY PANEL</b>
Date	<b>WEDNESDAY, 14 MARCH 2012</b>
Title	<b>DEVELOPMENT OF MUSIC HUBS AND IMPLICATIONS FOR ISLE OF WIGHT MUSIC SERVICE</b>
Report of	<b>CLLR DAWN COUSINS – CABINET MEMBER FOR CHILDREN'S SERVICES AND EDUCATION</b>

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### EXECUTIVE SUMMARY

1. The Music Education Grant is to be administered by the Arts Council rather than being paid directly to Education Authorities. The total funding nationally will be reduced year on year from £75m (2012/13) to £58m (2014/15). Future services will be delivered through music hubs which are expected to number less than the current education services authorities.
2. This report sets out how the music service on the Island could be sustained through a different operating model to secure financial sustainability as the grant reduces.
3. This report seeks the views of the scrutiny panel prior to beginning formal consultation with service users, schools and the music service staff.

### BACKGROUND

4. Schools are responsible for the delivery of the general music curriculum but this does not include instrumental tuition. The council receives a music education grant to support a range of activities in music education, which includes music tuition, the wider opportunities programme and the enrichment activity (Saturday music school). In effect the grant acts as a subsidy for these services.
5. Currently, the service provides tuition to 1,280 pupils across 42 schools (35 primary and all secondary). Schools are recharged for this service or parents are charged direct depending on the agreement made with schools (this is now the preferred method for most schools but increases the service's administrative costs). Of the 35 primary schools 24 act as the administrator on behalf of parents but many are reviewing this; no secondary schools act as the administrator. For those families who are unable to meet the full costs there is support availability through the Brenda James Trust.
6. Additionally all primary schools are offered whole class 'wider opportunities' classes for a key stage 2 year group for a nominal charge. In this academic year 43 schools have taken this up.

7. The service also co-ordinates the Saturday Music Centre which includes the youth orchestra and youth choir.
8. The service has a number of world instruments (e.g. gamelan, samba, tabla) which are available for hire by schools. Individual instruments are also available to hire by parents for pupils receiving tuition.
9. Occasionally school will contract with the service for general music teaching and this is charged to schools on a supply teacher basis. Currently this is agreed with 6 primary schools but in some parts of the island (e.g. Ryde) one school is employing direct a music teacher who then spends time in neighbouring schools with the host school raising the charge.
10. The music service is lead by a senior officer who manages a team of 22 peripatetic staff (13.43 full time equivalent) with senior tutors for each of the main instrumental groups. The staff are centrally employed on national teachers' terms and conditions ranging from a few hours each week to a small number who are full-time.

### STRATEGIC CONTEXT

11. The Department for Education (DfE) commissioned a review in to music education which was led by Darren Henley and now is known as the Henley Review. This led to the DfE and the Department for Culture, Media and Sport (DCMS) launching its National Plan for Music Education on 27 November 2011.
12. The plan determines that the music education grant will be administered and distributed by the Arts Council through a bidding process. The Arts Council will distribute the grant to music hubs. It is expected that the number of hubs will be less than the current number of education service authorities.
13. The music hub is expected to draw together a range of cultural activity within an area i.e. arts organisations that are involved in music. The core activities of each hub are: first access to class instrumental / vocal tuition (as in the current wider opportunities programme), enrichment ensembles (similar to the Saturday music centre) and singing support. Schools will be expected to deliver the core activities in partnership with a music hub.
14. In summary the music hub will in effect continue the core work of the Isle of Wight Music Service and currently the service is the only comprehensive provider on the Island.
15. A bid has been submitted to secure a hub on the Island led and co-ordinated by the music service building on the developing collaborative and community work that has emerged from the move to the Downside Community Centre.
16. However, the significant reduction in grant (see paragraphs 21 and 22 below) to the music hub requires a radical restructure of the service in order to maintain its viability. There is also concern about the lack of lead in time Government has allowed for the change.

### SERVICE/DECISION SPECIFIC PARAGRAPH

17. It is proposed, subject to consultation with staff and service users, to move to a wholly commissioned model with only a small number of staff being retained by the council as direct employees. This will provide flexibility whilst ensuring some stability in a rapidly changing financial environment. This change to be effective from 1 September 2012 in order to provide continuity of the current arrangements for both staff and service users.
18. The reduced directly employed staffing complement would be: service lead, senior teaching instructor and 1 administrator. The remaining staff will be subject to compulsory redundancy.
19. If the music service is not successful in its bid then negotiations will begin with the new provider to identify if TUPE would apply but the council may need to meet the April to August costs anyway.
20. The children and young people's scrutiny panel are invited to comment on the proposed approach and make recommendations regarding the consultation process.

### FINANCIAL / BUDGET IMPLICATIONS

21. The grant figures published by the DfE and allocated to the Arts Council for distribution show reduction from £75m in 2012/13 to £58m in 2014/15. For the Island this means a reduction from £360k in 2011/12 to £145k by 2014/15. The current grant is £360k but will reduce to £324 in 2012/13 and £259k in 2013/14.
22. The service has an estimated operating loss on £140k in 2011/12 and this has arisen due to a decline in pupil tuition numbers and less schools to sell services to. The overall budget within Schools & Learning will cover this overspend within budget.
23. A detailed budget plan for the remaining school year 2011/12 has been prepared which shows a risk of £105,260 which is what will fall to the council if the music hub bid is not successful.
24. In addition a budget forecast has been prepared which shows the current level of service could be maintained within the grant if the staff were released and tuition support was commissioned on an 'as and when' basis.
25. The cost of redundancy is currently being calculated.

### LEGAL IMPLICATIONS

26. There is no legal duty placed on the council to provide a music service. Until 1 April 2012 there is a responsibility to discharge the music education grants for the grant purposes. From 1 April 2012 this duty will transfer to whoever is the successful bidder of the music hub.

## EQUALITY AND DIVERSITY

27. Concerns are regularly expressed regarding access to tuition for the children from families who are not able to afford it. On the Island the Brenda James Trust has provided subsidised tuition for those children who might otherwise not be able to access the instrumental tuition.
28. An equality impact assessment will be undertaken as part of the consultation process. However, it is important to note that the new criteria for the use of the Pupil Premium would allow that fund to be used to support pupils whose parents might not be able to afford the fees.

## OPTIONS

29. There would appear to be three options for consideration.
30. Option 1. This would be to withdraw the bid for a music hub and allow the Arts Council to find an alternative provider.
31. Option 2. This would be to continue with the bid but to reduce the direct employees in the service and move to a commissioning model.
32. Option 3. This would entail continuing with the current service and finding any annual operating loss from within the Schools & Learning budget whilst reducing direct staffing as those staff leave voluntarily and moving to a commissioned service in those areas of instrumental tuition.
33. Option 2 and 3 are only available if the council is successful in its bid for the music hub.

## RISK MANAGEMENT

34. Option 1 whilst reducing the ongoing financial risk to the council will incur immediate costs relating to redundancy and associated staffing issues. There will also be costs associated with the transfer of equipment etc. There is no guarantee that the music hub would be run from an Island base. This could endanger the Saturday music centre as currently established and the loss of its current activities (e.g. New Year's concert). This option is not recommended.
35. Option 2 provides a way forward to retain a music service but with reduced overheads. It provides an opportunity for continuity with regard to the current offer and secure the Saturday music centre and its activities which are very valued and have provided the base for some pupils to gain places at the Royal Colleges of Music. However, there are risks such as former staff being able to offer better rates to schools (there is an inherent administrative cost associated with a commissioned service). Current staff also give time voluntarily to support the Saturday music centre events and this flexibility may also be lost. This option is recommended
36. Option 3 provides a phased change approach. This option provides many of the benefits of option 2 and could in theory sustain the Saturday music centre and its activities for longer. However, in the current economic climate and with a grant reducing year on year this option does not provide sufficient certainty for financial

planning purposes. This option is not recommended.

### EVALUATION

37. The paragraphs above set out the options and the recommended way forward. Whilst Option 3 would have been the most desirable the current economic situation does not allow the council to act other than in a very prudent manner. The lack of notice from Government has given little time for effective forward planning and future changes to the funding of education add to the uncertainty. Therefore, to maintain an overall strategic role for the council in music education Option 2 is the recommended way forward.

### RECOMMENDATION

38. The Panel is invited to comment on the options and indicate if it is able to support Option 2 as the recommended way forward

### NEXT STEPS

39. If the council is successful in its bid for the music hub then following the panel's deliberations a Delegated Decision report will be prepared to launch the consultation based on the options presented.

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